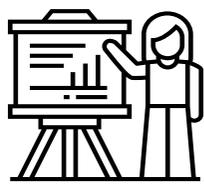




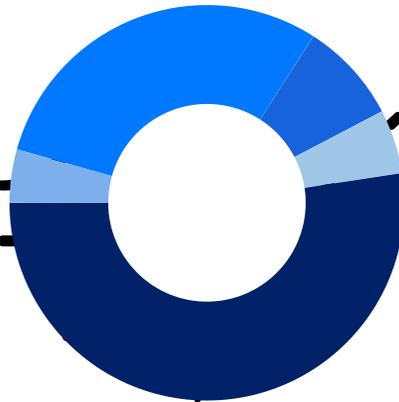
## 2020 Recruitment and Retention Survey Results

Every year AZ CSPD: R&R sends a survey to ECE educators in Arizona. In 2020, 1,218 educators, in 330 different sites, answered questions about the early childhood field.



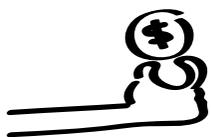
**108**

ECSE Standard Professional Teaching Certificate issued



**143**

sites reported they are lucky to get one applicant apply for a position



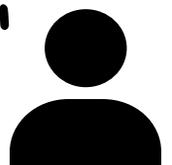
**457**

educators have left their position due to low compensation



**42%**

sites reported filling positions with unqualified candidates



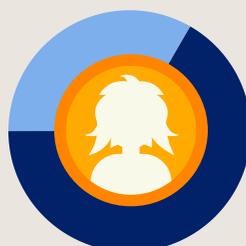
**183**

sites reported at least one open position

### WHO TOOK THE SURVEY



**49% ECE/24% ECSE EDUCATORS**



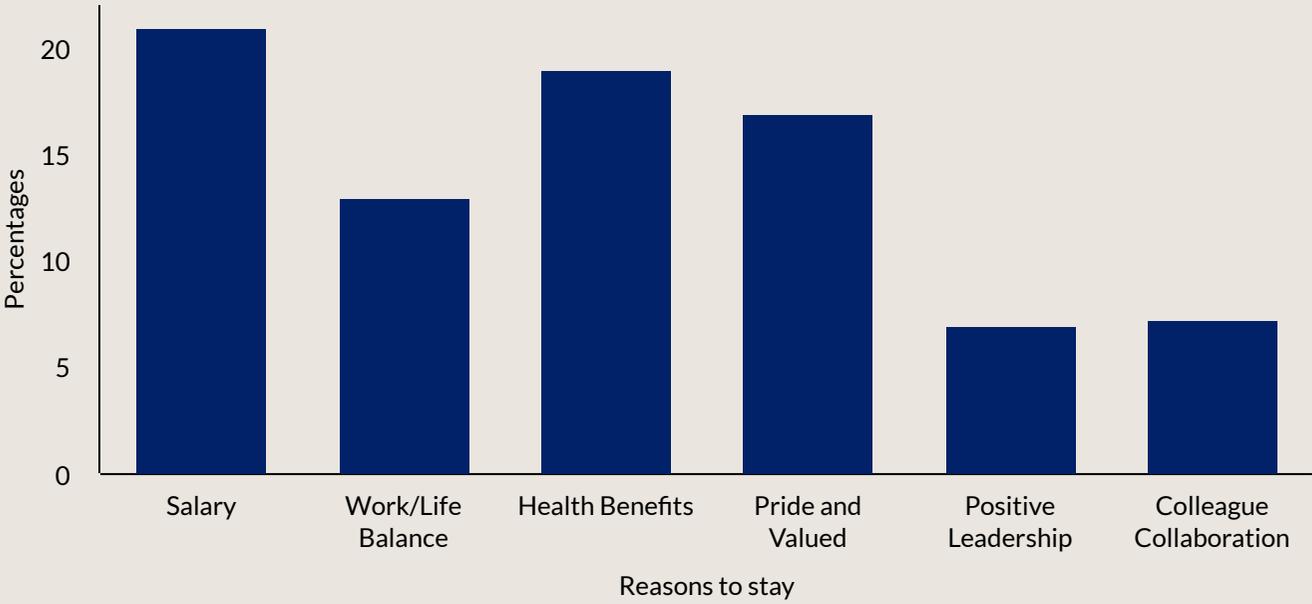
**6% EI EDUCATORS**



**7% ADMINISTRATORS**

# THE EDUCATOR'S VOICE

## Top Reasons Educators Stay



## REASONS THEY LEAVE



Poor Leadership  
36%



Did not feel valued  
31%



Low Compensation  
39%



Overworked/  
burnout  
49.5%

## SITE REPORTS

### Open positions

